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Supporting Female Entrepreneurship in Switzerland

An empirical analysis of the Future.preneurship supporting case and
recommendations for actors of the entrepreneurial ecosystem.



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Preface

Entrepreneurial activities continue to enjoy great popularity, in politics and academia as well as in practice. Politicians expect from start-ups the creation of new jobs, adding value to the GDP and impulses for the regional innovation system. Academia sees in start-ups and spin-offs a good way of illustrating their know-how and technology transfer to the corporate world. Founders finally see in their start-ups a possibility to make an impact to the world as well as to their personal satisfaction including earning a reasonable income.

The number of start-ups per year is therefore an important indicator for many actors in this entrepreneurial ecosystem, being it universities, public or private institutions.

It is therefore not surprising when there are more and more public and private initiatives, institutions, programs, awards etc. supporting start-ups and spin-offs in the field of coaching, training, networking, funding, technology, and infrastructure.

Experiences show that there is a huge gap between male and female entrepreneurial activities (see chapter 3 for figures). It's one of the main goals of most players in the ecosystem, to attract more female founders. But the reality for most programmes is still that the big majority of their supported founders are male.

The aim of this survey is to find out

- a) Why women tend to found much rarely their own company than men
- b) Why the supporting programme of Future.preneurship manages (as one of very few) to attract more women than men (without explicit targeting women)
- c) How other supporting initiatives and offers can adjust their programmes to attract more women.

This survey was conducted by FHNW, University of Applied Sciences and Arts Northwestern Switzerland in collaboration with Future.preneurship. Therefore, the learnings and recommendations of this survey shall be implemented within our own supporting activities.

Prof. Dr. Rolf Meyer & Carmen Zahno
September 2020

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1. Management Summary

The terms entrepreneurship and start-ups gained a lot of popularity in the last decade. There are studies concerning entrepreneurial activities in different countries. It is shown that disparities between countries exist. Apart from this, worldwide and especially in Switzerland, the gap between companies founded by male and companies founded by female is significant. This paper aims to identify reasons and drivers of females to be active in the entrepreneurial field and to become a founder.

The programme Future.preneurship, which combines an internship in a start-up and a 8 weeks long training, attracted repeated more female than male participants. Therefore, there were questionnaires and interviews conducted in order to identify factors that firstly, attract females to enter the start-up world and innovation scene and secondly, aspects that hinder or encourage women to found their own company.

The questionnaire covers topics about the motivation, satisfaction of the programme as well as the attractiveness of different future professional paths. Both genders rated with over 80% that the motivational drivers in general were gaining experience, getting to know and trying out. The biggest difference was seen when it comes to the topic of salary – as a motivational factor and the satisfaction of it.

Both genders state the professional future in a start-up as attractive. For females, being an employee in a start-up is perceived more attractive than for men. The biggest difference is seen in a career in public administration / academia which appeals to man, not at all to women. This paper also evaluates the progress in skills of the participants.

The conducted interviews were clearly targeting the questions regarding females and founding. In the small sample of interviewees, the statements were related. It was that females tackle the topic of founding a company differently. For women, many more factors must be right in order to take the step and start their own project. These factors include the business idea itself and aspects in the end give the perception of high security concerns.

Based on the mentioned outcomes of the questionnaire as well as the interviews, there are recommendations taken. These recommendations concern the ecosystem including incubators, universities as well as other entrepreneurs. They aim helping to encourage more women in Switzerland to start an adventure as a self-employed entrepreneur.

2. Introduction

2.1. Starting point

Gender is an omnipresent topic when it comes to entrepreneurship. The gap between male and female varies in different fields and studies. However, the international start-up scene is ruled by mainly male actors¹. Similarly is the situation in Switzerland, where the percentage of male players is bigger than the double of the female².

The start-up Future.preneurship connects young talents with start-ups and innovative companies³. In fun speed-dating events, they have matched companies with interns and in doing so created over 200 jobs. Furthermore, there is a training with weekly training sessions included in the programme. Interestingly, the students doing an internship, the so-called Future.preneurs, are mainly female.

Based on statistics, this is a counter development to the mentioned trend of male dominating the start-up world. Therefore, this study should analyse the reasons of the relatively many women participating at the Future.preneurship programme.

2.2. Objectives

There are several objectives of this study based on the accessible and collected data. On the one hand, the aim is to analyse the program of Future.preneurship and if the tendency/inclination to establish a company increases due to this programme. On the other hand, this study should identify factors that support women in the decision making of founding a company as well as in the founding process itself.

Finally, the results should help us (FHNW, University of Applied Sciences and Arts Northwestern Switzerland) as well as other actors in the entrepreneurial ecosystem, to adjust their programme and/or communication to attract more women.

2.3. Scientific approach

In order to respond to the beforehand mentioned objectives and hence questions, the following approach was chosen. First, there is a literature review on secondary literature concerning the stated topics. Secondly, there was a written survey carried out in the beginning and at the end of the Future.preneurship programme. Thirdly and lastly, interviews were conducted with participants of the Future.preneurship programme. Based on the outcome of the survey and the interviews, conclusions are drawn and recommendations for actions addressing the various stakeholders in the ecosystem are given.

¹ Sieger, P.; Fueglistaler, U., Zellweger, T., Braun, J. (2019), Global Student Entrepreneurship 2018: Insights From 54 Countries., St.Gallen/Bern: KMU-HSG/IMU, p. 18,

http://www.guesssurvey.org/resources/PDF_InterReports/GUESSS_Global_2018.pdf

² Sieger, P., Baldegger, R., Fueglistaller, U. (2019), Studentisches Unternehmertum in der Schweiz 2018, St.Gallen/Bern/Freiburg: KMU-HSG/IMU/HSW, p. 22,

http://www.guesssurvey.org/resources/nat_2018/GUESSS_Report_2018_Switzerland.pdf

³ Futurepreneurship, 2020, <https://futurepreneurship.info/>

2.4. Structure of the paper

In chapter 3 of this study, there is an introduction about the topic of female entrepreneurship in the literature. The focus is always on the situation of female entrepreneurship in Switzerland. Therefore, also some figures about female entrepreneurship in Switzerland are given.

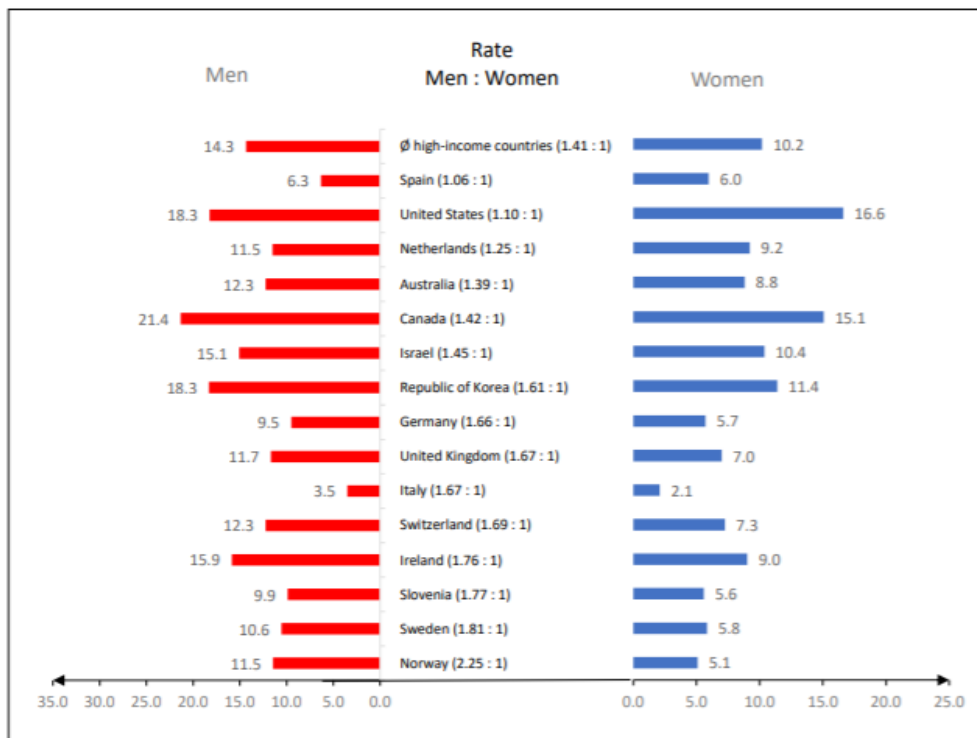
While chapter 4 describes the research methodology, especially the written survey, chapter 5 is followed by the presentation of the actual results. The relevant research results from the different perspectives are described here. Chapter 6 summarizes the results and gives some specific recommendations for action to the address of the young entrepreneurs themselves and to the stakeholders in their environment.

3. Female Entrepreneurship

Female Entrepreneurship gained in the last two decades a lot of attention both in literature⁴ as well as in practice. The main reason behind this raising awareness for this topic is the significant difference between the sheer amount of male and female entrepreneurs in many countries throughout the world⁵.

GEM (Global Entrepreneurship Monitor) provides a very rich database about entrepreneurial activities in many countries. Their main indicator is the TEA (total early-stage entrepreneurial activities), the percentage of both nascent entrepreneurs (people preparing a start-up) and owner-manager of a new business (not older than 3.5 years) of the active working population. Data shows, that there are huge differences among countries and huge differences between the share of male and female persons within the TEA⁶.

Figure 1: Male and female entrepreneurship in selected countries. TEA rates



Source: GEM 2019/2020 report on Switzerland, p. 35

The figure shows that Switzerland has an average rate of entrepreneurial activities compared to other high-income economies, but a huge gender gap. For every company founded by a woman, there are 1.77 companies founded by men. Only Sweden and Norway show an even bigger gender gap. On the other side, Spain and the USA show almost equal entrepreneurial activities of men and women.

⁴ Meyer (2018) found 437 articles on female entrepreneurship in 9 leading journals for the years 2002 – 2016, compared to only 127 articles in the same journals during the much longer period 1976 – 2001. Meyer, N. (2018) 'RESEARCH ON FEMALE ENTREPRENEURSHIP: ARE WE DOING ENOUGH?', *Polish Journal of Management Studies*, 17(2), pp. 158–169. doi: 10.17512/pjms.2018.17.2.14.

⁵ GEM Global Entrepreneurship Monitor: 2018/2019 Women's Entrepreneurship Report.

⁶ GEM 2019/2020 Global Report

Literature and empirical surveys try to find explanations, why there is such a big gender gap. The discussed and analysed explanations include cultural dimensions, economic dimensions, as well as personality traits, and motivational factors.⁷

The GEM figures for Switzerland show the most significant difference between male and female entrepreneurship in the perceived capabilities. Females in Switzerland tend to rate their capabilities (skills, education, experiences) for setting up and running a start-up as clearly lower than male (see figure 2 below).

Figure 2: Attitudes and perception by women and male entrepreneurs

	Perceived opportunities	Perceived capabilities	Fear of failure	Entrepreneurial Intentions	Entrepreneurship as a good career choice	High status to successful entrepreneurs	Media attention for entrepreneurship
Female	38.6%	37.9%	23.7%	9.8%	39.4%	74.8%	63.4%
Male	42.7%	60.0%	24.1%	11.8%	41.0%	77.5%	62.2%

Source: GEM 2019/2020 report on Switzerland, p. 37

Comparing the motivational factors, the GEM figures show two significant differences between male and female entrepreneurs⁸:

- Female entrepreneurs tend to stress the motivational factor of “making a difference in the world” as even more important than their male colleagues.

⁷ See the following articles and the literature quoted there:

Paoloni, P. and Serafini, G. (2018) 'Female Entrepreneurship in Perspective: A Methodological Issue', *Administrative Sciences*, 8(4), p. 67. doi: 10.3390/admsci8040067.

Cohoon, J. M., Wadhwa, V. and Mitchell, L. (2010) 'Are Successful Women Entrepreneurs Different from Men?', *SSRN Electronic Journal*. doi: 10.2139/ssrn.1604653.

Aston, J. and Di Martino, P. (2017) 'Risk, success, and failure: female entrepreneurship in late Victorian and Edwardian England', *The Economic History Review*, 70(3), pp. 837–858. doi: 10.1111/ehr.12481

Vadnjal, M. (2018) 'The Influence of Parents on Female Entrepreneurs in Three Career Development Phases', *Management*, pp. 247–263. doi: 10.26493/1854-4231.13.247-263.

ANAMBANE, G. and ADOM, K. (2018) 'ASSESSING THE ROLE OF CULTURE IN FEMALE ENTREPRENEURSHIP IN CONTEMPORARY SUB-SAHARAN SOCIETY: INSIGHTS FROM THE NABADAM DISTRICT OF GHANA', *Journal of Developmental Entrepreneurship*, 23(03), p. 1850017. doi: 10.1142/S1084946718500176.8/57

Roos, A. (2019) 'Embeddedness in context: understanding gender in a female entrepreneurship network', *Entrepreneurship & Regional Development*, 31(3–4), pp. 279–292. doi: 10.1080/08985626.2018.1551793.

Wang, Q. and Lin, M. (2019) 'Work-family policy and female entrepreneurship: Evidence from China's subsidized child care program', *China Economic Review*, 54, pp. 256–270. doi: 10.1016/j.chieco.2018.11.008.

Wu, J., Li, Y. and Zhang, D. (2019) 'Identifying women's entrepreneurial barriers and empowering female entrepreneurship worldwide: a fuzzy-set QCA approach', *International Entrepreneurship and Management Journal*. Springer US, pp. 1–24. doi: 10.1007/s11365-019-00570-z.

Ribes-Giner, G. et al. (2018) 'Domestic economic and social conditions empowering female entrepreneurship', *Journal of Business Research*, 89, pp. 182–189. doi: 10.1016/j.jbusres.2017.12.005.

García-Palma, M. B. and Molina, M. I. S.-M. (2016) 'Knowledge and female entrepreneurship: A competence and social dimension', *Suma de Negocios*, 7(15), pp. 32–37. doi: 10.1016/j.sumneg.2015.12.005.

Pérez-Pérez, C. and Avilés-Hernández, M. (2016) 'Explanatory factors of female entrepreneurship and limiting elements', *Suma de Negocios*, 7(15), pp. 25–31. doi: 10.1016/j.sumneg.2015.12.004.

Berger, E. S. C. and Kuckertz, A. (2016) 'Female entrepreneurship in startup ecosystems worldwide', *Journal of Business Research*. Elsevier, 69(11), pp. 5163–5168. doi: 10.1016/j.jbusres.2016.04.098.

Rey-Martí, A., Tur Porcar, A. and Mas-Tur, A. (2015) 'Linking female entrepreneurs' motivation to business survival', *Journal of Business Research*. Elsevier, 68(4), pp. 810–814. doi: 10.1016/J.JBUSRES.2014.11.033.

Loza de Siles, E. (2011) 'Female Entrepreneurship Theory: A Multidisciplinary Review of Resources'. Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1833385

Cohoon, J. M., Wadhwa, V. and Mitchell, L. (2010) 'Are Successful Women Entrepreneurs Different from Men?', *SSRN Electronic Journal*. doi: 10.2139/ssrn.1604653.

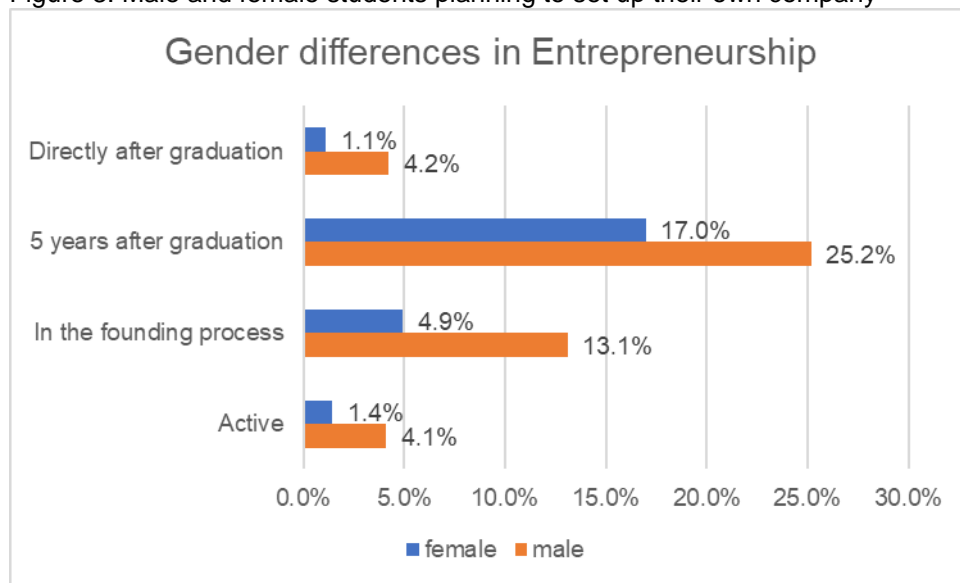
⁸ GEM 2019/2020 Report on Switzerland, p. 37

- “Building great wealth” is much less a motivational driver for female entrepreneurs than for male entrepreneurs.

Our survey has the focus on students and their tendency of setting up their own company. GUESSS (Global University Entrepreneurial Spirit Students’ Survey) shows data for this target group⁹. Overall, the tendency of Swiss students to set up their own company right after finishing their studies is very low in an international comparison (5th lowest tendency among the 54 analysed countries), only 2.3 % of all students plan to do so. This number increases significantly to 20.1 % when asking the students if they intend to set up their own company 5 years after finishing their studies.

Also, in this survey there is a huge gender gap (see figure 3 below)

Figure 3: Male and female students planning to set up their own company



Source: GUESSS Studentisches Unternehmertum in der Schweiz 2018, p. 22

⁹ Sieger, P., Baldegger R. & Fueglistaller, U. (2019). Studentisches Unternehmertum in der Schweiz 2018. St.Gallen/Bern/Freiburg: KMU-HSG/IMU/HSW.

4. Research methodology

There were two written surveys conducted in summer 2019. The first interrogation took place on the very first day of the Future.preneurship training and consists of general questions concerning the participants, their motivations as well as self-assessment of their capabilities. Furthermore, there were questions about the professional future and intentions regarding founding a company.

The second survey then was conducted at staggered intervals at the end of the programme, namely eight weeks later. There was an evaluation part in general about the programme and of course the identical questions regarding the future in order to draw conclusions. On the one hand to see the change in the particular questions and on the other hand if the programme rather encourages or dissuades the participants in starting their own project.

The first survey contains 26 participants, whereof 46% are male and 54% female (response rate of 100 %). The second questionnaire was completed by 24 participants with the ratio 50% male 50% female (response rate of 92 %). All participants of the second survey also participated in the first survey. The majority of 58% students are between 20 and 25 years old. 27% are between 25 – 30 years old and the remaining 15% are 30 years and older. One third live with their parents, whereas another third shares an apartment. Half of the participants are Swiss passport holders and born in Switzerland. The other half therefore has another passport and is mainly (92%) not born in Switzerland. This metric might be quite high to the programme language English.

Nearly half of the participants are in an undergraduate programme, 34% in master's and 1 person on a PhD track. The number of students from a University or a University of applied sciences (Fachhochschule) are balanced. The majority of 57% are studying in the field of business, economics and law, whereas 27% in STEM (science, technology, engineering, math).

In addition to the survey, qualitative research in the form of interviews was carried out. By means of personal dialogue, individual motivation and opinions are identified. The interviews had a length from 30 minutes to an hour as the questions were asked open. Therefore, the interviewee could also influence the depth of the conversation. In contrast to the survey, the interview questions were addressing the topics of founding and gender.

One group of interviewees are the participants of the programme, the so-called Future.preneurs. They worked for 3 up to 4.5 months for a participating start-up. Of the total 7 interviewees are 2 male and 5 females. Additionally, in order to have further opinions, there were two interviews with entrepreneurs conducted. They are the supervisors of the Future.preneurs, one female and one male.

5. Results

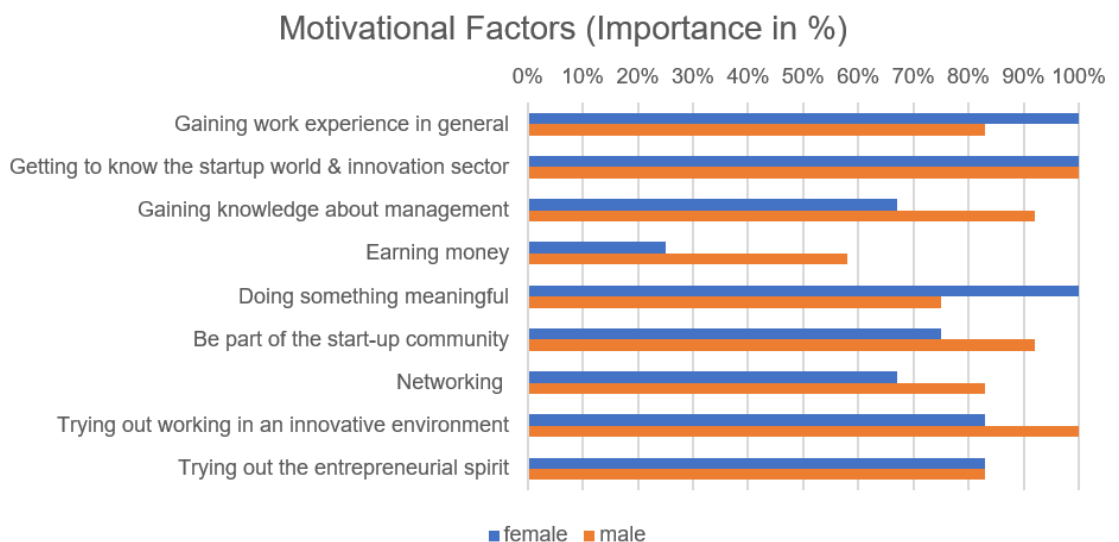
5.1. Questionnaire

In this part, questions relevant for the topic of this paper are discussed. As mentioned before, the questionnaire was conducted at the first day and at the end of the Future.preneurship programme. The main information is therefore gathered from the comparison of the identical questions on a delayed basis.

The questions regarding the motivation for applying to the Future.preneurship programme could be answered with a scale from very important, rather important, rather not important to not important. In order to simplify the evaluation and conclusion, the four possible answers are summarized into two. Therefore, very important and rather important shortened into important and the answers rather not important and not important into not important.

The factor of *gaining work experience in general* is important for 83% of the male participants and 100% of the female participants. 100% of the respondents stated the motivation of *getting to know the start-up world & innovation sector* as important. For over 90% of the male participants, it is important to *gain knowledge about management*, whereas just 64% female stated this factor as important. Opposite are the answers concerning *earning money*. For most of the men, this is an important motivation, while females state the contrary. *Doing something meaningful* is important for two thirds of the man and all of the women. *Networking* seems to be slightly more important for man with 83% than for women with 64%. The trial factor – be it *trying out working in an innovative environment* or *trying out the entrepreneurial spirit* – is for two thirds of the respondents important. In conclusion, the factors of getting to know and gaining experience are the main drivers for the participants.

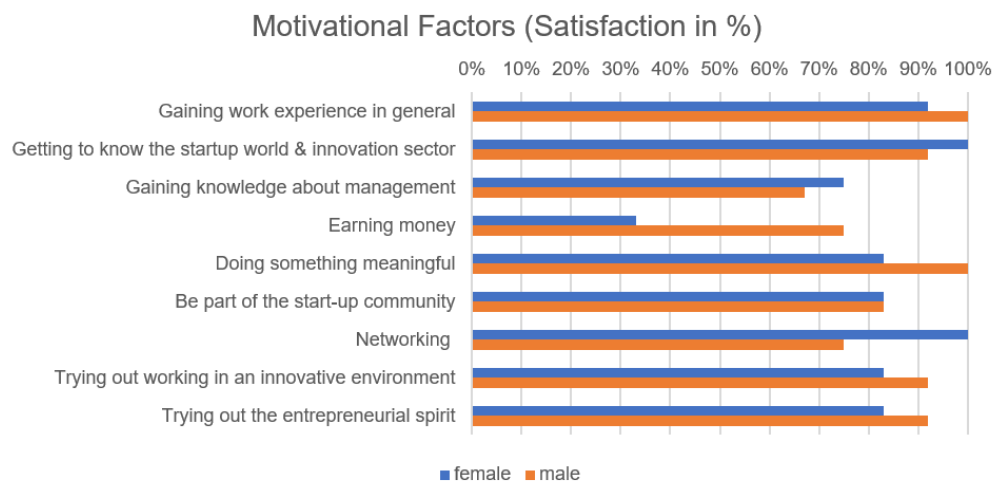
Figure 4: Motivational Factors (Importance for programme)



The question of the overall satisfaction with the programme was answered with the mean of 4,3 out of a maximum of 5. Furthermore, every participant would recommend the programme.

The beforehand mentioned motivational factors were retrieved again with the questions, how satisfied the participants are with the named fields. Likewise, the answers very satisfied and rather satisfied are summarized into satisfied as well as rather not satisfied and not satisfied are consolidated. The differences between genders were unremarkable except two factors. First, women were with just 33% satisfied when it came to the salary, where 75% of the men stated to be satisfied with the factor *earning money*. This outcome is particularly interesting as the female stated this motivational factor was not important for the programme. Second, all women were satisfied with the networking during the programme, whereas men are a little more critical with 75% satisfaction. The highest satisfaction was reached in the fields *Gaining work experience in general*, *Getting to know the start-up world & innovation sector* and *Doing something meaningful* with over 90%. The contentment of the factors *Trying out working in an innovative environment* and *Trying out the entrepreneurial spirit* was also high with a rate of 87%.

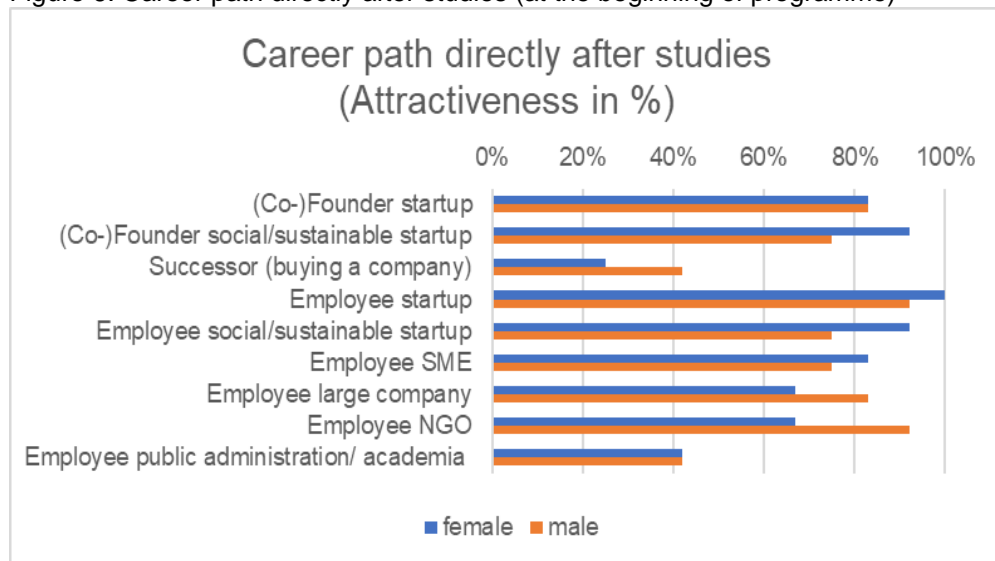
Figure 5: Motivational Factors (Satisfaction after programme)



One of the important questions of the questionnaire is related to the professional path directly after graduating and then 5 years after graduating. The answer scale goes from very attractive, rather attractive, rather not attractive to not attractive. Similarly, the four answers are summarized into attractive and not attractive.

On the first day of the Future.preneurship programme, the participants state the following intentions; The least attractive path directly after studying with 58% male and 78% female agreement is buying a company and having a future as a successor. Furthermore, the future of an employee in the public administration / in academia is perceived as not attractive by 58% of men and women. The most attractive path with over 90% is to become an employee in a start-up.

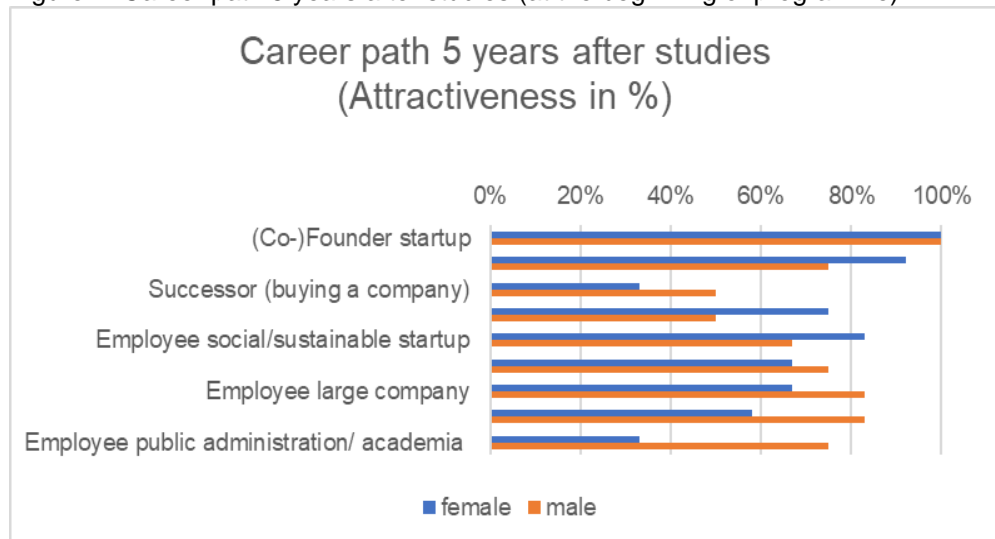
Figure 6: Career path directly after studies (at the beginning of programme)



The attractiveness of working or founding a start-up switches in the outlook on 5 years after graduating. The most attractive path is therefore (Co-)Founder of a start-up, followed by (Co-)Founder of a social/sustainable start-up

There is no change seen when it comes to the least attractive path as this is still Successor (buying a company) followed by Employee in the public administration / in academia.

Figure 7: Career path 5 years after studies (at the beginning of programme)

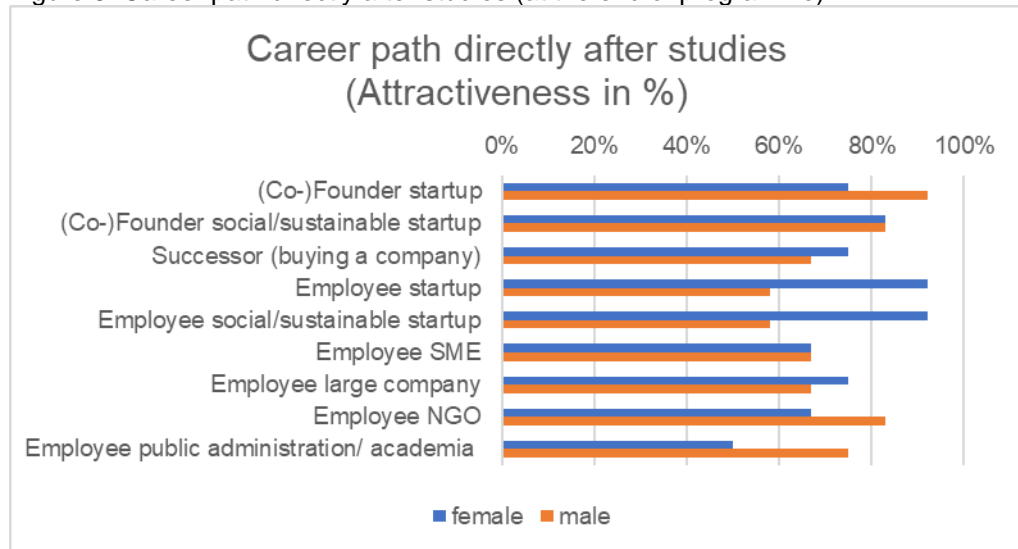


After the programme

The identical questions were asked in the questionnaire of the programmes last day and by means of this output, changes due to the experience can be pointed out. Founding is attractive also directly after finishing studies. 75% of all participants state that it is attractive for them to (Co-) Found a Start-up or social/sustainable Start-up. Buying a company as a successor is still the least attractive path. For Females, an attractive path to work as an employee in a start-up or social/sustainable start-up as 92% state. The other options

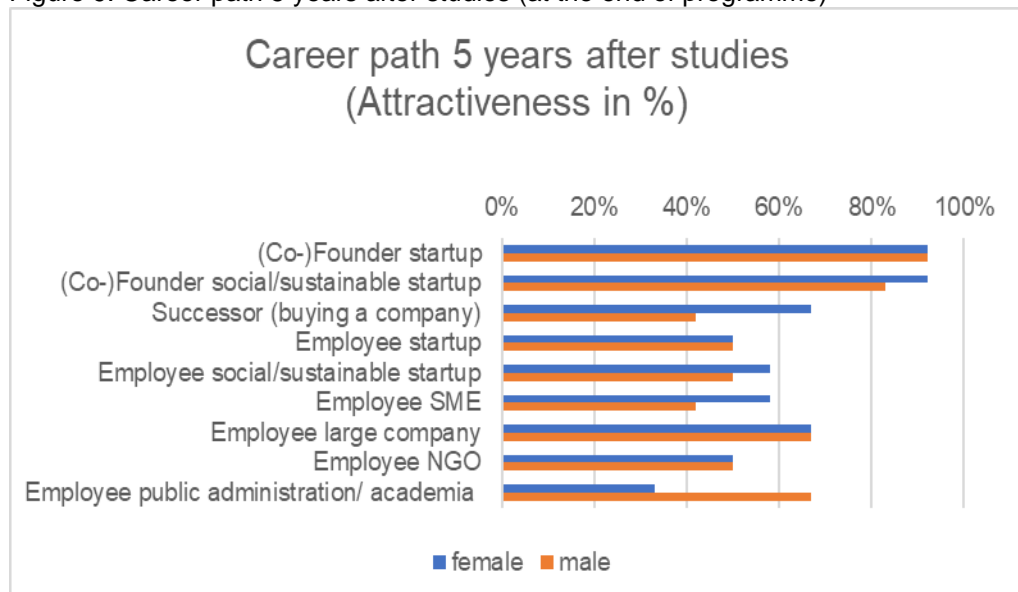
employee in SME, large company, NGO are likewise attractive to both genders with at least 67%. Employee in a public administration or in academia attracts more men (75%) than women (50%).

Figure 8: Career path directly after studies (at the end of programme)



5 years after graduating, over 90% state the path as a founder of a start-up is an attractive future. For females it therefore becomes more attractive compared to directly after graduating. Successor is for less than half of the male attractive, however it becomes with 67% more attractive for the female. Working as an employee in a start-up 5 years after graduating is for the half for both genders still attractive, for the other half not. The same result is seen for the path employee in an NGO, where the attractiveness decreases compared to directly after studying. SMEs are a little more attractive for females (58%) than for males (42%). The majority (67%) of both male and female rate working in a large company as attractive. Employee in a public administration or in academia is again more popular for men (67%) than women (33%).

Figure 9: Career path 5 years after studies (at the end of programme)



Changes of attitudes during the programme

As mentioned before, the same questions were asked in the beginning and at the end of the programme. In this section, the answers at a different point of time to the same questions are now compared. This comparison shows, if and how the participants changed their attitude towards their future career.

The following statements are regarding career paths directly after finishing studies. The intention of founding a start-up did change. Just 42% of the women stay with the same answer. For slightly more women, the path became less attractive (33%) rather than more attractive (25%). This tendency is also valid for the male participants.

This result can be interpreted that some participants realized during the internship what it needs to set up a start-up: a lot of passion, commitment, knowledge, hard work, and luck. And some also realized that other career paths could be a better option for the future.

For example as an employee in a big company: Employee in a big company is increased in attractiveness for some females. Furthermore, it became less attractive to work in an NGO for men, which is the contrary of what females stated. Apart from this, the attractiveness of the different paths directly after graduating did not change significantly.

Table 1: Path (Co-)Founder of a start-up

		(Co-)Founder of a start-up		
		Less attractive	Neutral	More attractive
Gender	Male	17%	75%	8%
	Female	33%	42%	25%

Table 2: Path (Co-)Founder of a social/sustainable start-up

		(Co-)Founder of a social/sustainable start-up		
		Less attractive	Neutral	More attractive
Gender	Male	25%	58%	17%
	Female	25%	67%	8%

Table 3: Path Successor

		Successor		
		Less attractive	Neutral	More attractive
Male		42%	33%	25%
Female		33%	33%	33%

Table 4: Path Employee in a start-up

		Employee in a start-up		
		Less at- tractive	Neutral	More at- tractive
Gender	Male	42%	25%	33%
	Female	25%	50%	25%

Table 5: Path Employee in a social/sustainable start-up

		Employee in a social/sustainable start-up		
		Less attractive	Neutral	More attractive
Gender	Male	42%	42%	17%
	Female	17%	75%	8%

Table 6: Path Employee in a SME

		Employee in a SME		
		Less attractive	Neutral	More attractive
Gender	Male	25%	50%	25%
	Female	25%	50%	25%

Table 7: Path Employee in a large company

		Employee in a large company		
		Less attractive	Neutral	More attractive
Gender	Male	17%	75%	8%
	Female	17%	42%	42%

Table 8: Path Employee in a NGO

		Employee in a NGO		
		Less attractive	Neutral	More attractive
Gender	Male	33%	67%	0
	Female	8%	67%	25%

Table 9: Path Employee in the public administration / in academia

		Employee in the public administration / in academia		
		Less attractive	Neutral	More attractive
Gender	Male	8%	50%	42%
	Female	25%	42%	33%

5 years after finishing studying

The following tables show the change of attitude towards the future career paths 5 years after finishing studies.

For Females, through the experience of the internship, the attractiveness increased slightly to found a start-up 5 years after graduating. The path of a successor became more attractive to female and less attractive to male participants.

The most significant change is concerning working in a (social) start-up: employee in a start-up seems like a less attractive option to after completing the internship and knowing what it means. Moreover, employee in an SME, a large company and NGO is less appealing to men than before the programme.

In general, the image of the other answers of before and after completing the internship does not show a significant change.

Table 10: Path (Co-)Founder of a start-up

		Less attractive	Neutral	More attractive
Gender	Male	25%	75%	0
	Female	8%	75%	17%

Table 11: Path (Co-)Founder of a social/sustainable start-up

		Less attractive	Neutral	More attractive
Gender	Male	25%	58%	17%
	Female	8%	67%	25%

Table 12: Path Successor

		Less attractive	Neutral	More attractive
Gender	Male	58%	25%	17%
	Female	9%	45%	45%

Table 13: Path Employee in a start-up

		Less attractive	Neutral	More attractive
1Gender	Male	45%	27%	27%
	Female	45%	36%	18%

Table 14: Path Employee in a social/sustainable start-up

		Less attractive	Neutral	More attractive
Gender	Male	25%	58%	17%
	Female	55%	36%	9%

Table 15: Path Employee in a SME

		Less attractive	Neutral	More attractive
Gender	Male	50%	33%	17%
	Female	27%	64%	9%

Table 16: Path Employee in a large company

		Less attractive	Neutral	More attractive
Gender	Male	33%	58%	8%
	Female	9%	73%	18%

Table 17: Path Employee in a NGO

		Less attractive	Neutral	More attractive
Gender	Male	42%	50%	8%
	Female	27%	45%	27%

Table 18: Path Employee in the public administration / in academia

		Less attractive	Neutral	More attractive
Gender	Male	33%	50%	17%
	Female	36%	27%	36%

Perceived gain of knowledge during the programme

A further section of the questionnaire concerned the current knowledge of the participants in different fields. In order to evaluate the progress, the answers before and after the programme were compared. The highest increase in knowledge stated by the participants showed the fields Website/Applications (46%) and Innovation management (46%). About a third of the participants also benefited in the following areas:

- Leadership / HR
- Developing business ideas / Business models
- Product development
- Events / Communication
- Sustainable Management

Females gained the most knowledge in the fields of innovation management (58%), Leadership / HR (42%) and Fundraising (42%). Male learned the most in the areas of Website / Applications (58%), Events and Communication (42%) and sustainable Management (42%).

Furthermore, there were fields, where the knowledge was rated at the end lower than in the beginning of the programme. It's unlikely that the participants reduced their knowledge during the programme. Actually, this leads to the assumption that the participants realized what knowledge would be needed and what they are missing. They got aware of the complexity of some competence fields and estimated their current knowledge lower (and more realistic). These fields include Fundraising, Legal aspects and Events / Communication. This "decline" in knowledge was generally more reported by female participants.

The participants were also asked to rate their personal progress in specific areas. These areas concern rather personality development than skills as discussed in the last paragraph. The biggest progress was stated in the part *I feel enabled to bring in entrepreneurial, innovative & collaborative thinking into my future job* and *I feel encouraged to make mistakes & learn from them*. Women stated the biggest personal progress in the area of Entrepreneurial thinking. In contrast to the men, where *I feel enabled to bring in entrepreneurial, innovative & collaborative thinking into my future job* and *Being self-driven and proactive* stand out.

5.2. Interviews

As mentioned in the research methodology, there were interviews conducted with participants of the programme as well as with two entrepreneurs. First, the answers of the Futurepreneurs are discussed and subsequently the ones of the supervisors, the entrepreneurs.

The motivation for applying for the Futurepreneurship programme is for all participants mainly acquiring working experience in a small company. Males appreciate the innovative environment and females the simple entry into the start-up world. Furthermore, the combination of working and training is valued.

One year after finishing the Futurepreneurship training are the men working in a start-up. They value the flexibility, given responsibility and the steep learning curve. However, working for a big company is also a possible option in the future and an attractive vision is working in a hybrid between being self-employed and employed.

Females do not exclude working in a start-up but seem more attracted to a company with somewhat structured and defined processes. Self-employment is an option rather than a clear goal.

One question was regarding factors that were preferred working in a start-up in comparison to a big company. Male interns named the flat hierarchy, the fast decision path and steep learning curve. Both genders mentioned the opportunity to give inputs and realize them. Besides that, women really appreciated the confidence shown to them, flexibility and the whole entrepreneurial environment with its community and mindset of the actors.

The next question referred to the intention for self-employment. Both men already founded a company, are confident with the existing knowledge and part of an incubator. In contrast, none of the women has been active in founding a company yet despite the interest. Reasons are the sense of security and missing team or co-founder. First, they wish to acquire more experience and widen the network for more self-confidence. The expectation towards the idea and the business seems a lot higher than for men.

Men mentioned that they took Futurepreneurship as an opportunity to widen the network. Whereas women rather used the programme to obtain a realistic image of the start-up world. This includes realizing the trade-off it takes. Firstly, the positive support of the community and then also the negative aspects as for example the uncertainties and the huge volume of work.

The question as if there are differences in the behaviour and intention to found a company was answered contradictory. Men answered directly that there is no difference. Whereas females state that a lot more men in their environment are aimed at founding. Females are more risk averse and describe men to have a greater power of endurance. Founding is an option, but rather later in life as a side project and when the idea is very well developed, and a team organized.

Why the programme Future.preneurship attracted proportionally many female participants compared to the amount of actors in the start-up scene, was perceived differently by the genders. Whereas men stated, recruiting by casual women and not males in suits might be more appealing to women and generally, male students would rather be attracted to jobs in big corporations directly after their studies. Female did not express the fact that Future.preneurship is founded and led by women as a reason. They rather mentioned the opportunity to gain a safe insight into the start-up world without taking any risk. The expression 'dry run' was used. Furthermore, the internships and start-ups are certified by the programme which therefore gives more safety. Finally, the topic of having access to the community was stated as this apparently attracts and counts a lot for women.

The last question related to the whole subject of females and founding a company. Males characterize themselves as more opportunistic and get started with a project even if a lot of variables are still vague. Furthermore, they see women as more risk averse and experience the topic of motherhood as a possible hindrance.

Females go further back in time and deeper into society when it comes to the reasons. They state that already during upbringing and primary education, typical founder characteristics are fostered and promoted more in the case of males. Women know that there is support available if needed, but the interviewees have not used this offer yet. Moreover, most venture capitalists are male, which perceive women as a possible disadvantage.

The aspect motherhood is also likewise stated by nearly every interviewee. Motherhood in combination with the point of time. After graduating, a lot of women chose their professional way based on security concerns as the topic of motherhood will be an issue in between 28 to 35 years. They perceive that this is the age when men try out different things and are more likely to take a risk.

Furthermore, the idea put into practice generally must respond to more factors. The topic must fascinate the founder, it must make sense, be useful for the society and the whole business model must be thought through many times before starting. One interviewee called it 'Overthinking instead of acting'. Risk aversion as a cause may also feed into this conduct.

Moreover, a common cause is the constellation – females prefer clearly to not found solo. They desire a co-founder or a supportive team which one can rely on. This confirms the perennial community aspect.

Several factors possibly leading to more female founders were stated by the interviewed women. First of all, a community with events would give access and allow the exchange between different groups and individuals and therefore widen each personal network. Furthermore, having role models that exemplify would lead to mutual support and to push each other. It would also be welcomed to have specific initiatives and programmes to promote female founders. This could be implemented directly at universities in order to already address the interested students and support them. Very specific is the proposal to implement a follow-up programme to Future.preneurship for female founders.

Two interviews were conducted with entrepreneurs, the supervisors of the interns. Both are not the founders of the start-ups, one male and one female employee. As a result,

this reflects very individual opinions. Most of the questions in the interview targeted the programme and offer of Future.preneurship. As there were single questions concerning the topic of female founders, this section is shorter than the previous one.

The quality of the talent pool and therefore the connected interns are highly appreciated by the start-ups. Future.preneurship's offer saves a lot of time in the recruiting process.

Differences between genders are mentioned the higher the professional level is. Meaning for example senior level, where men ask for a wage increase, women to a lesser extent. Furthermore, show men a more dominant behaviour, especially in groups. However, the awareness of this unconscious paradigm increases with every time a woman dominates a group discussion.

Both interviewees mention that personal characteristics of all kinds should be fostered independent from the gender. Nowadays, there are typical male attributes like strong determined or specific female interests like creativity and arts. Personal strengths should be promoted regardless of whether man or woman. Furthermore, behavioural skills like empathy and thinking in an overarching way should be part of education as a fact-base ability like math.

Conditions that would facilitate having more women in the founders' scene, are very similar to the ones mentioned by the interviewed interns. Networking opportunities in order to be part of a community, specific support for women and good examples as role models. And as a result, over time more women will eventually found their own company. Following the principle of 'if you make the barriers lower, more people will jump'.

6. Conclusions and recommendations

6.1. Conclusions

The main motivation for the Future.preneurship programme is to gain working experience and insights into the start-up world. Furthermore, females can be attracted with the argument of doing something meaningful. After the programme these factors were then rated as satisfied with over 90% of the participants. The biggest increase in knowledge was recorded in the fields of Website/Applications and Innovation Management. This might also be based on the industries of the start-up, where the internships were completed.

After completing the programme, women state to be very interested to work in a start-up directly after graduating. Therefore, women are generally interested to work in the start-up world. 5 years after graduating, women rate founding a start-up and not working as an employee as a very attractive path. For men, founding a start-up is the most attractive path already after graduating. This might be interpreted as a less confident self-image of the female which was also reflected in the interviews.

The major insight from the conducted interviews is that women are much more hesitant when it comes to founding a company. The number of factors that must be right are higher than for men. Furthermore, the security concern is very high. This is shown in the doubts about the idea or business mode, the financial resources, the support from the environment and concerns about the perception from outside. This is also stated in the mentioned literature, where the motivational factor 'making a difference' is rated higher for women than men.

6.2. Recommendations for actors in the entrepreneurial ecosystems

Own programmes and initiatives for women

In order to support female entrepreneurship, it is recommended to create more space for the topic in the ecosystem. This includes among others incubating and accelerating programmes, universities initiatives and succession programmes, innovation labs and awards specially and exclusively for women. Some such programmes and especially female networks already exist, but more are needed. These programmes and initiatives should be run and managed by women. We see a big potential especially within universities for such activities.

Female power within existing programmes and initiatives

Existing programmes and initiatives could give more space for female community building activities.

Existing programmes and initiatives should promote and present more often female role models. Female coaches, trainers, and managers will make it easier for women to ask for help and support. Female entrepreneurs as speakers and examples in the communication with their different stakeholders makes it more likely to make founding a start-up a good option for more and more women.

Female topics

In addition, attention should be drawn on the factors that lead to the hesitant attitude of females. Therefore, topics like handling imperfection, security concerns, perception and starting a project with an MVP and continuous improvements should be discussed and addressed especially for women.

Furthermore, projects like Future.preneurship which offer an internship or another possibility to see and experience entrepreneurial reality on a low risk level, shall be expanded and multiplied. It helps especially women to get a more realistic picture of the start-up scene and what it needs to be successful.

Finally, the topic of combining self-employed work and having a family must be addressed and discussed openly.

Female entrepreneurship besides labelled entrepreneurial support activities

It was stated in interviews that having role models encourages females. Therefore, female entrepreneurs shall be present at all possible places, e.g. in case studies at universities (even the topic is not entrepreneurship but for example marketing, controlling, human resources), as speakers at any kind of events, in movies and series, in commercials, as guest speakers in schools (for example about future job opportunities).

7. Appendix

7.1. Questionnaire

Future preneurship

The aim of this survey is to know more about you and your motivation to join this programme. As we will do similar questionnaires with after the programme, we would appreciate if you could indicate your name. The analysis is done in a fully anonymous way by FHNW researchers.

My first name / name:

Part 1: Statistical Data

1. Gender

- 1 male
- 2 female
- 3 Another gender

2. Age

1 I was born in

3. Family

- 1 I have no siblings
- 2 I have one or more siblings

If you have siblings:

- 1 I am the youngest
- 2 I am the oldest
- 3 I am in the middle

1 I have siblings

4. Living situation

- 1 I live with my family (mother and/or father)
- 2 I live in a shared apartment (WG)
- 3 I live alone
- 4 Other:

5. Nationality

- 1 I have a Swiss passport
- 2 I have not a Swiss passport

- 1 I was born in Switzerland
- 2 I was born in another country

6. Do you have any entrepreneurial experience? (multiple choice possible)

- 1 Yes, I set up my own company
- 2 Yes, I had an entrepreneur course at my university
- 3 Yes, I have entrepreneurs in my family
- 4 Yes, some friends of mine are entrepreneurs
- 5 No, I have no experience with entrepreneurship so far

Part 2: Current situation

7. Studying

- 1 I study at a university (Uni)
- 2 I study at a university of applied science (FH)
- 3 I am on undergraduate level (BSc / BA)
- 4 I do my master's programme (MSc / MA)
- 5 I do my PhD or DBA
- 6 Other

8. Please indicate the name and the city of your university (e.g. Uni Bern):

.....

9. In which faculty are you mainly studying?

- 1 Natural Sciences and Medicine
- 2 Social Sciences
- 3 Business, Economics and Law
- 4 Arts, Design, Journalism and Communication

10. Please indicate the name of your programme (e.g. MSc Robotic; BSs applied Psychology...):

.....

11. Semester

1 I am in the semester of my studies

12. Work experience (including side jobs)

- 1 Yes, I have work experience
- 2 years
- 3 thereof years in a start-up
- 4 No, I don't have work experience

Part 3: Entrepreneurial intension

13. How attractive do you rate for yourself the following career paths directly after studies:

	Very attractive	rather attractive	Rather not attractive	Not attractive
1 (Co-)Founder of a start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 (Co-)Founder of a social/sustainable start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Successor (buying a company)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Employee in a start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Employee in a social/sustainable start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 Employee in a SME (small or medium sized enterprise)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 Employee in a large company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 Employee in a NGO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 Employee in the public administration / in academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. How attractive do you rate for yourself the following career paths five years after finishing your studies:

	Very attractive	rather attractive	Rather not attractive	Not attractive
1 (Co-)Founder of a start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 (Co-)Founder of a social/sustainable start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Successor (buying a company)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Employee in a start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Employee in a social/sustainable start-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 Employee in a SME (small or medium sized enterprise)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 Employee in a large company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 Employee in a NGO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 Employee in the public administration / in academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Part 4: Futurepreneurship programme

15. How important where the following motivational factors for you to apply for the future preneurship programme?

	Very important	rather important	Rather not important	Not important
1 Gaining work experience in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Getting to know the startup world & innovation sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Gaining knowledge about management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Earning money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Doing something meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 Be part of the start-up community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 Tying out working in an innovative environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 Trying out the entrepreneurial spirit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 Other:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How would you rate your current knowledge in the field of?

	good	average	low
1 Administration / management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Time management / self management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Leadership / HR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Accounting & Finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 Supply chain management (distribution)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 Developing business ideas / business models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 Marketing / sales / Customer Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 Product development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 Information Technology (Support)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11 Website and/or Applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12 Video & Photography	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13 Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14 Legal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15 Design & Graphics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16 Events / Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17 Sustainable management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18 Innovation management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use this box for any further remarks

Thank you very much!

7.2. Questionnaire for semi-structured interviews

Interview Participants Future.preneurship

Company:

Industry:

Length:

Main activities:

Job Title:

1. What was the motivation / reason/ basis for decision-making for this programme?
 - (working experience, salary, how important was the start-up aspect?)
2. Do you see yourself working in a start-up again? How does your professional future looks like?

(employed/selfemployed, start-up/SME/large company, if start-up: why/why not, field of work, career, CH/abroad)
3. Two things you preferred in comparison to a Job in a SME/large company.
4. Two things you would have wished for differently.
 - At your work at the start-up
 - At the Future.preneurship programme
5. Are you interested in founding you own company, being self-employed one day?

(if yes – do you have all the knowledge needed. What else do you need? Do you have points of contact)

(if no – What's stopping you? Is there anything, that would change your opinion?)

(what supports and influences your yes/no decision?)
6. Did Future.preneurship or your internship encourage/dissuade you to decide yes or no?
7. Share many women of your personal environment this opinion?
8. To what extent has your view changed, has the programme provided you with clarity?
9. The programme has attracted a relatively large number of female participants. What reasons do you see for this?

10. What can/must be changed from your point of view so that more women want to start up?

Interview Entrepreneurs Futurepreneurship

Company:

Job Title:

Interview Entrepreneurs Futurepreneurship

ns

Company:

Job Title:

1. Motivation for Futurepreneurship: What were the most important reasons why you participated in this program?

Have your expectations been met?

2. Do you participate this year or in the future again? Reasons yes/no

3. Who were the interns? Female?

4. What are the advantages compared to classic recruitment?

5. Was a permanent position offered after graduation?

Is there another form of cooperation beyond the end of the internship?

6. More women are applying. Even with 'classic' job advertisements?

7. Did you search for female employees?

8. Where do you see the reasons?

9. Did you notice any differences between male and female interns?

n

10. What can/must be changed from your point of view so that more women want to start up?

7.3. Frequency tabs and cross tables

The numbering of the following tables corresponds to that in the questionnaire.

1Gender * 13.1paths Kreuztabelle

Anzahl

		13.1paths			
		1	2	3	Gesamt
1Gender	1	4	6	2	12
	2	2	8	2	12
Gesamt		6	14	4	24

1Gender * 13.2paths Kreuztabelle

Anzahl

		13.2paths				
		1	2	3	4	Gesamt
1Gender	1	5	4	2	1	12
	2	3	8	0	1	12
Gesamt		8	12	2	2	24

1Gender * 13.3paths Kreuztabelle

Anzahl

		13.3paths				
		1	2	3	4	Gesamt
1Gender	1	1	4	4	3	12
	2	1	2	5	4	12
Gesamt		2	6	9	7	24

1Gender * 13.4paths Kreuztabelle

Anzahl

		13.4paths			
		1	2	4	Gesamt
1Gender	1	3	8	1	12
	2	6	6	0	12
Gesamt		9	14	1	24

1Gender * 13.5paths Kreuztabelle

Anzahl

		13.5paths				
		1	2	3	4	Gesamt
1Gender	1	4	5	2	1	12

	2	7	4	1	0	12
Gesamt		11	9	3	1	24

1Gender * 13.6paths Kreuztabelle

Anzahl

		13.6paths				
		1	2	3	4	Gesamt
1Gender	1	1	8	2	1	12
	2	5	5	2	0	12
Gesamt		6	13	4	1	24

1Gender * 13.7paths Kreuztabelle

Anzahl

		13.7paths				
		1	2	3	4	Gesamt
1Gender	1	3	7	1	1	12
	2	2	4	6	0	12
Gesamt		5	11	7	1	24

1Gender * 13.8paths Kreuztabelle

Anzahl

		13.8paths				
		1	2	3	4	Gesamt
1Gender	1	2	9	1	0	12
	2	1	7	2	2	12
Gesamt		3	16	3	2	24

1Gender * 13.9paths Kreuztabelle

Anzahl

		13.9paths				
		1	2	3	4	Gesamt
1Gender	1	2	3	5	2	12
	2	2	3	5	2	12
Gesamt		4	6	10	4	24

1Gender * 14.1pathsL.5yrs Kreuztabelle

Anzahl

		14.1pathsL.5yrs		
		1	2	Gesamt
1Gender	1	8	4	12

	2	8	4	12
Gesamt		16	8	24

1Gender * 14.2pathsL Kreuztabelle

Anzahl

		14.2pathsL				
		1	2	3	4	Gesamt
1Gender	1	5	4	2	1	12
	2	7	4	1	0	12
Gesamt		12	8	3	1	24

1Gender * 14.3pathsL Kreuztabelle

Anzahl

		14.3pathsL				
		1	2	3	4	Gesamt
1Gender	1	3	3	5	1	12
	2	2	2	4	3	11
Gesamt		5	5	9	4	23

1Gender * 14.4pathsL Kreuztabelle

Anzahl

		14.4pathsL				
		1	2	3	4	Gesamt
1Gender	1	1	5	4	1	11
	2	2	7	1	1	11
Gesamt		3	12	5	2	22

1Gender * 14.5pathsL Kreuztabelle

Anzahl

		14.5pathsL				
		1	2	3	4	Gesamt
1Gender	1	0	8	2	2	12
	2	5	5	1	0	11
Gesamt		5	13	3	2	23

1Gender * 14.6pathsL Kreuztabelle

Anzahl

		14.6pathsL				
		1	2	3	4	Gesamt
1Gender	1	1	8	2	1	12

	2	4	4	3	0	11
Gesamt		5	12	5	1	23

1Gender * 14.7pathsL Kreuztabelle

Anzahl

		14.7pathsL				
		1	2	3	4	Gesamt
1Gender	1	3	7	2	0	12
	2	2	6	1	2	11
Gesamt		5	13	3	2	23

1Gender * 14.8pathsL Kreuztabelle

Anzahl

		14.8pathsL				
		1	2	3	4	Gesamt
1Gender	1	2	8	2	0	12
	2	2	5	3	1	11
Gesamt		4	13	5	1	23

1Gender * 14.9pathsL Kreuztabelle

Anzahl

		14.9pathsL				
		1	2	3	4	Gesamt
1Gender	1	2	7	2	1	12
	2	3	1	3	4	11
Gesamt		5	8	5	5	23

1Gender * 15.1imp Kreuztabelle

Anzahl

		15.1imp				
		1	2	3	4	Gesamt
1Gender	1	8	2	1	1	12
	2	8	4	0	0	12
Gesamt		16	6	1	1	24

1Gender * 15.2imp Kreuztabelle

Anzahl

		15.2imp		
		1	2	Gesamt
1Gender	1	6	6	12

	2	10	2	12
Gesamt		16	8	24

1Gender * 15.3imp Kreuztabelle

Anzahl

		15.3imp			
		1	2	3	Gesamt
1Gender	1	7	4	1	12
	2	6	2	4	12
Gesamt		13	6	5	24

1Gender * 15.4imp Kreuztabelle

Anzahl

		15.4imp				
		1	2	3	4	Gesamt
1Gender	1	1	6	3	2	12
	2	1	2	5	4	12
Gesamt		2	8	8	6	24

1Gender * 15.5imp Kreuztabelle

Anzahl

		15.5imp				
		1	2	3	4	Gesamt
1Gender	1	4	5	2	1	12
	2	6	6	0	0	12
Gesamt		10	11	2	1	24

1Gender * 15.6imp Kreuztabelle

Anzahl

		15.6imp				
		1	2	3	4	Gesamt
1Gender	1	2	9	0	1	12
	2	6	3	2	1	12
Gesamt		8	12	2	2	24

1Gender * 15.7imp Kreuztabelle

Anzahl

		15.7imp				
		1	2	3	4	Gesamt
1Gender	1	5	5	2	0	12

	2	7	1	3	1	12
Gesamt		12	6	5	1	24

1Gender * 15.8imp Kreuztabelle

Anzahl

		15.8imp			
		1	2	3	Gesamt
1Gender	1	8	4	0	12
	2	8	2	2	12
Gesamt		16	6	2	24

1Gender * 15.9imp Kreuztabelle

Anzahl

		15.9imp			
		1	2	3	Gesamt
1Gender	1	7	3	2	12
	2	7	3	2	12
Gesamt		14	6	4	24

1Gender * 16.1know Kreuztabelle

Anzahl

		16.1know			
		1	2	3	Gesamt
1Gender	1	6	4	2	12
	2	6	5	1	12
Gesamt		12	9	3	24

1Gender * 16.2know Kreuztabelle

Anzahl

		16.2know		
		1	2	Gesamt
1Gender	1	5	7	12
	2	8	4	12
Gesamt		13	11	24

1Gender * 16.3know Kreuztabelle

Anzahl

		16.3know			
		1	2	3	Gesamt
1Gender	1	3	8	1	12

	2	1	9	2	12
Gesamt		4	17	3	24

1Gender * 16.4know Kreuztabelle

Anzahl

		16.4know			
		1	2	3	Gesamt
1Gender	1	4	5	3	12
	2	0	7	5	12
Gesamt		4	12	8	24

1Gender * 16.5know Kreuztabelle

Anzahl

		16.5know			
		1	2	3	Gesamt
1Gender	1	1	6	5	12
	2	1	7	4	12
Gesamt		2	13	9	24

1Gender * 16.6know Kreuztabelle

Anzahl

		16.6know			
		1	2	3	Gesamt
1Gender	1	2	3	7	12
	2	0	7	5	12
Gesamt		2	10	12	24

1Gender * 16.7know Kreuztabelle

Anzahl

		16.7know			
		1	2	3	Gesamt
1Gender	1	5	5	2	12
	2	5	5	2	12
Gesamt		10	10	4	24

1Gender * 16.8know Kreuztabelle

Anzahl

		16.8know			
		1	2	3	Gesamt
1Gender	1	2	6	4	12

	2	7	4	1	12
Gesamt		9	10	5	24

1Gender * 16.9know Kreuztabelle

Anzahl

		16.9know			
		1	2	3	Gesamt
1Gender	1	2	7	3	12
	2	5	5	2	12
Gesamt		7	12	5	24

1Gender * 16.10know Kreuztabelle

Anzahl

		16.10know			
		1	2	3	Gesamt
1Gender	1	1	6	5	12
	2	0	6	6	12
Gesamt		1	12	11	24

1Gender * 16.11know Kreuztabelle

Anzahl

		16.11know			
		1	2	3	Gesamt
1Gender	1	1	5	6	12
	2	2	7	3	12
Gesamt		3	12	9	24

1Gender * 16.12know Kreuztabelle

Anzahl

		16.12know			
		1	2	3	Gesamt
1Gender	1	1	3	8	12
	2	2	9	1	12
Gesamt		3	12	9	24

1Gender * 16.13know Kreuztabelle

Anzahl

		16.13know			
		1	2	3	Gesamt
1Gender	1	9	2	1	12

	2	10	1	0	11
Gesamt		19	3	1	23

1Gender * 16.14know Kreuztabelle

Anzahl

		16.14know			
		1	2	3	Gesamt
1Gender	1	1	5	6	12
	2	1	4	7	12
Gesamt		2	9	13	24

1Gender * 16.15know Kreuztabelle

Anzahl

		16.15know			
		1	2	3	Gesamt
1Gender	1	2	4	6	12
	2	3	6	3	12
Gesamt		5	10	9	24

1Gender * 16.16know Kreuztabelle

Anzahl

		16.16know			
		1	2	3	Gesamt
1Gender	1	3	4	5	12
	2	7	4	1	12
Gesamt		10	8	6	24

1Gender * 16.17know Kreuztabelle

Anzahl

		16.17know			
		1	2	3	Gesamt
1Gender	1	3	6	3	12
	2	4	6	2	12
Gesamt		7	12	5	24

1Gender * 16.18know Kreuztabelle

Anzahl

		16.18know			
		1	2	3	Gesamt
1Gender	1	3	8	1	12

	2	3	8	1	12
Gesamt		6	16	2	24

1Gender * 22.1imp2.work experience Kreuztabelle

Anzahl

		22.1imp2.work experience			
		1	2	3	Gesamt
1Gender	1	7	5	0	12
	2	8	3	1	12
Gesamt		15	8	1	24

1Gender * 22.2imp2.know start-up world Kreuztabelle

Anzahl

		22.2imp2.know start-up world			
		1	2	3	Gesamt
1Gender	1	6	5	1	12
	2	9	3	0	12
Gesamt		15	8	1	24

1Gender * 22.3imp2.knowledge management Kreuztabelle

Anzahl

		22.3imp2.knowledge management			
		1	2	3	Gesamt
1Gender	1	1	7	4	12
	2	3	6	3	12
Gesamt		4	13	7	24

1Gender * 22.4imp2.salary Kreuztabelle

Anzahl

		22.4imp2.salary				
		1	2	3	4	Gesamt
1Gender	1	2	7	3	0	12
	2	1	3	7	1	12
Gesamt		3	10	10	1	24

1Gender * 22.5imp2.Meaningfulness Kreuztabelle

Anzahl

		22.5imp2.Meaningfulness			
		1	2	3	Gesamt
1Gender	1	6	6	0	12

	2	4	6	2	12
Gesamt		10	12	2	24

1Gender * 22.6imp2.Start-up Community Kreuztabelle

Anzahl

		22.6imp2.Start-up Community				
		1	2	3	4	Gesamt
1Gender	1	4	6	1	1	12
	2	5	5	2	0	12
Gesamt		9	11	3	1	24

1Gender * 22.7imp2.networking Kreuztabelle

Anzahl

		22.7imp2.networking				
		1	2	3	4	Gesamt
1Gender	1	6	3	2	1	12
	2	7	5	0	0	12
Gesamt		13	8	2	1	24

1Gender * 22.8imp2.innovative environment Kreuztabelle

Anzahl

		22.8imp2.innovative environment			
		1	2	3	Gesamt
1Gender	1	5	6	1	12
	2	8	2	2	12
Gesamt		13	8	3	24

1Gender * 22.9imp2.entrepreneurial spirit Kreuztabelle

Anzahl

		22.9imp2.entrepreneurial spirit			
		1	2	3	Gesamt
1Gender	1	5	6	1	12
	2	8	2	2	12
Gesamt		13	8	3	24

1Gender * 26.1know2.Administration Management Kreuztabelle

Anzahl

		26.1know2.Administration Management			
		1	2	3	Gesamt
1Gender	1	7	4	1	12

	2	7	5	0	12
Gesamt		14	9	1	24

1Gender * 26.2know2.Time Self Management Kreuztabelle

Anzahl

		26.2know2.Time Self Management			
		1	2		Gesamt
1Gender	1	8	4		12
	2	9	3		12
Gesamt		17	7		24

1Gender * 26.3know2.Leadership HR Kreuztabelle

Anzahl

		26.3know2.Leadership HR			
		1	2	3	Gesamt
1Gender	1	4	8	0	12
	2	5	3	4	12
Gesamt		9	11	4	24

1Gender * 26.4know2.Accounting Finance Kreuztabelle

Anzahl

		26.4know2.Accounting Finance			
		1	2	3	Gesamt
1Gender	1	3	5	4	12
	2	3	4	5	12
Gesamt		6	9	9	24

1Gender * 26.5know2.Fundraising Kreuztabelle

Anzahl

		26.5know2.Fundraising			
		1	2	3	Gesamt
1Gender	1	2	5	5	12
	2	2	6	4	12
Gesamt		4	11	9	24

1Gender * 26.6know2.Distribution Kreuztabelle

Anzahl

		26.6know2.Distribution			
		1	2	3	Gesamt
1Gender	1	1	4	7	12

	2	2	7	3	12
Gesamt		3	11	10	24

1Gender * 26.7know2.Business Ideas Models Kreuztabelle

Anzahl

		26.7know2.Business Ideas Models			
		1	2	3	Gesamt
1Gender	1	6	6	0	12
	2	7	4	1	12
Gesamt		13	10	1	24

1Gender * 26.8know2.Marketing Sales Customer Services Kreuztabelle

Anzahl

		26.8know2.Marketing Sales Customer Services			
		1	2	3	Gesamt
1Gender	1	2	6	4	12
	2	9	2	1	12
Gesamt		11	8	5	24

1Gender * 26.9know2.Product Development Kreuztabelle

Anzahl

		26.9know2.Product Development			
		1	2	3	Gesamt
1Gender	1	5	5	2	12
	2	8	1	3	12
Gesamt		13	6	5	24

1Gender * 26.10know2.Information Technology Support Kreuztabelle

Anzahl

		26.10know2.Information Technology Support			
		1	2	3	Gesamt
1Gender	1	2	7	3	12
	2	0	8	4	12
Gesamt		2	15	7	24

1Gender * 26.11know2.Website Applications Kreuztabelle

Anzahl

		26.11know2.Website Applications			
		1	2	3	Gesamt
1Gender	1	4	6	2	12

	2	5	6	1	12
Gesamt		9	12	3	24

1Gender * 26.12know2.Video Photography Kreuztabelle

Anzahl

		26.12know2.Video Photography			
		1	2	3	Gesamt
1Gender	1	3	3	6	12
	2	1	9	2	12
Gesamt		4	12	8	24

1Gender * 26.13know2.Research Kreuztabelle

Anzahl

		26.13know2.Research			
		1	2	3	Gesamt
1Gender	1	9	2	1	12
	2	9	3	0	12
Gesamt		18	5	1	24

1Gender * 26.14know2.Legal Kreuztabelle

Anzahl

		26.14know2.Legal		
		2	3	Gesamt
1Gender	1	8	4	12
	2	3	9	12
Gesamt		11	13	24

1Gender * 26.15know2.Design Graphics Kreuztabelle

Anzahl

		26.15know2.Design Graphics			
		1	2	3	Gesamt
1Gender	1	3	4	5	12
	2	3	8	1	12
Gesamt		6	12	6	24

1Gender * 26.16know2.Events / Communication Kreuztabelle

Anzahl

		26.16know2.Events / Communication			
		1	2	3	Gesamt
1Gender	1	5	4	3	12

	2	6	6	0	12
Gesamt		11	10	3	24

1Gender * 26.17know2.Sustainable Management Kreuztabelle

Anzahl

		26.17know2.Sustainable Management			
		1	2	3	Gesamt
1Gender	1	5	7	0	12
	2	3	8	1	12
Gesamt		8	15	1	24

1Gender * 26.18know2.Innovation Management Kreuztabelle

Anzahl

		26.18know2.Innovation Management		
		1	2	Gesamt
1Gender	1	6	6	12
	2	7	5	12
Gesamt		13	11	24

1Gender * 24.1path2.directly(Co-)Founder of a start-up Kreuztabelle

Anzahl

		24.1path2.directly(Co-)Founder of a start-up				
		1	2	3	4	Gesamt
1Gender	1	2	9	1	0	12
	2	2	7	2	1	12
Gesamt		4	16	3	1	24

1Gender * 24.2path2.directly.(Co-)Founder of a social sustainable start-up Kreuztabelle

Anzahl

		24.2path2.directly.(Co-)Founder of a social sustainable start-up			
		1	2	3	Gesamt
1Gender	1	2	8	2	12
	2	2	8	2	12
Gesamt		4	16	4	24

1Gender * 24.3path2.directly.Successor (buying a company) Kreuztabelle

Anzahl

		24.3path2.directly.Successor (buying a company)			
		2	3	4	Gesamt
1Gender	1	6	2	4	12

	2	3	6	3	12
Gesamt		9	8	7	24

1Gender * 24.4path2.directly.Employee in a start-up Kreuztabelle

Anzahl

		24.4path2.directly.Employee in a start-up				
		1	2	3	4	Gesamt
1Gender	1	5	2	4	1	12
	2	7	4	1	0	12
Gesamt		12	6	5	1	24

1Gender * 24.5path2.directlyEmployee in a social sustainable start-up Kreuztabelle

Anzahl

		24.5path2.directlyEmployee in a social sustainable start-up				
		1	2	3	4	Gesamt
1Gender	1	3	4	4	1	12
	2	6	5	1	0	12
Gesamt		9	9	5	1	24

1Gender * 24.6path2.directly.Employee in a SME (small or medium sized enterprise) Kreuztabelle

Anzahl

		24.6path2.directly.Employee in a SME (small or medium sized enterprise)				
		1	2	3	4	Gesamt
1Gender	1	3	5	3	1	12
	2	6	2	4	0	12
Gesamt		9	7	7	1	24

1Gender * 24.7path2.directly.Employee in a large company Kreuztabelle

Anzahl

		24.7path2.directly.Employee in a large company				
		1	2	3	4	Gesamt
1Gender	1	3	5	4	0	12
	2	3	6	2	1	12
Gesamt		6	11	6	1	24

1Gender * 24.8path2.directly.Employee in a NGO Kreuztabelle

Anzahl

		24.8path2.directly.Employee in a NGO				Gesamt
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		1	2	3	4	
1Gender	1	0	10	1	1	12
	2	2	6	3	1	12
Gesamt		2	16	4	2	24

1Gender * 24.9path2.directly.Employee in the public administration in academia Kreuztabelle

Anzahl

		24.9path2.directly.Employee in the public administration in academia				
		1	2	3	4	Gesamt
1Gender	1	2	7	2	1	12
	2	1	5	5	1	12
Gesamt		3	12	7	2	24

1Gender * 25.1path2.5yrs.(Co-)Founder of a start-up Kreuztabelle

Anzahl

		25.1path2.5yrs.(Co-)Founder of a start-up			
		1	2	3	Gesamt
1Gender	1	6	5	1	12
	2	9	2	1	12
Gesamt		15	7	2	24

1Gender * 25.2path2.5yrs.(Co-)Founder of a social/sustainable start-up Kreuztabelle

Anzahl

		25.2path2.5yrs.(Co-)Founder of a social/sustainable start-up				
		1	2	3	4	Gesamt
1Gender	1	4	6	1	1	12
	2	8	3	1	0	12
Gesamt		12	9	2	1	24

1Gender * 25.3path2.5yrs.Successor (buying a company) Kreuztabelle

Anzahl

		25.3path2.5yrs.Successor (buying a company)				
		1	2	3	4	Gesamt
1Gender	1	3	2	3	4	12
	2	4	4	3	1	12
Gesamt		7	6	6	5	24

1Gender * 25.4path2.5yrs.Employee in a start-up Kreuztabelle

Anzahl

		25.4path2.5yrs.Employee in a start-up				
		1	2	3	4	Gesamt
1Gender	1	1	5	4	2	12
	2	2	4	6	0	12
Gesamt		3	9	10	2	24

1Gender * 25.5path2.5yrs.Employee in a social/sustainable start-up Kreuztabelle

Anzahl

		25.5path2.5yrs.Employee in a social/sustainable start-up				
		1	2	3	4	Gesamt
1Gender	1	0	6	5	1	12
	2	2	5	4	1	12
Gesamt		2	11	9	2	24

1Gender * 25.6path2.5yrs.Employee in a SME (small or medium sized enterprise) Kreuztabelle

Anzahl

		25.6path2.5yrs.Employee in a SME (small or medium sized enterprise)				
		1	2	3	4	Gesamt
1Gender	1	1	4	5	2	12
	2	3	4	4	1	12
Gesamt		4	8	9	3	24

1Gender * 25.7path2.5yrs.Employee in a large company Kreuztabelle

Anzahl

		25.7path2.5yrs.Employee in a large company				
		1	2	3	4	Gesamt
1Gender	1	3	5	3	1	12
	2	2	6	3	1	12
Gesamt		5	11	6	2	24

1Gender * 25.8path2.5yrsEmployee in a NGO Kreuztabelle

Anzahl

		25.8path2.5yrsEmployee in a NGO				
		1	2	3	4	Gesamt
1Gender	1	1	5	5	1	12
	2	2	4	5	1	12
Gesamt		3	9	10	2	24

1Gender * 25.9path2.5yrs.Employee in the public administration / in academia Kreuztabelle

Anzahl

25.9path2.5yrs.Employee in the public administration / in academia

		1	2	3	4	Gesamt
1Gender	1	1	7	3	1	12
	2	0	4	6	2	12
Gesamt		1	11	9	3	24

1Gender * 27.1progress.Entrepreneurial thinking Kreuztabelle

Anzahl

27.1progress.Entrepreneurial thinking

		2	3	4	Gesamt
1Gender	1	5	4	3	12
	2	2	5	5	12
Gesamt		7	9	8	24

1Gender * 27.2progress.Innovative/creative thinking Kreuztabelle

Anzahl

27.2progress.Innovative/creative thinking

		2	3	4	Gesamt
1Gender	1	3	7	2	12
	2	4	4	4	12
Gesamt		7	11	6	24

1Gender * 27.3progress.Collaborative thinking Kreuztabelle

Anzahl

27.3progress.Collaborative thinking

		2	3	4	Gesamt
1Gender	1	5	5	2	12
	2	3	5	4	12
Gesamt		8	10	6	24

1Gender * 27.4progress.Being self-driven/proactive Kreuztabelle

Anzahl

27.4progress.Being self-driven/proactive

		1	2	3	4	Gesamt
1Gender	1	0	3	6	3	12
	2	1	3	2	6	12
Gesamt		1	6	8	9	24

1Gender * 27.5progress.Understanding how a start-up works Kreuztabelle

Anzahl

		27.5progress.Understanding how a start-up works				
		1	2	3	4	Gesamt
1Gender	1	1	4	7	0	12
	2	1	3	2	6	12
Gesamt		2	7	9	6	24

1Gender * 27.6progress.Self-management Kreuztabelle

Anzahl

		27.6progress.Self-management			
		2	3	4	Gesamt
1Gender	1	4	7	1	12
	2	4	2	6	12
Gesamt		8	9	7	24

1Gender * 27.7progress.Personal resilience Kreuztabelle

Anzahl

		27.7progress.Personal resilience				
		1	2	3	4	Gesamt
1Gender	1	0	5	5	2	12
	2	1	3	4	4	12
Gesamt		1	8	9	6	24

1Gender * 27.8progress.I feel enabled to bring in entrepreneurial, innovative & collaborative thinking into Very Little my future job Kreuztabelle

Anzahl

		27.8progress.I feel enabled to bring in entrepreneurial, innovative & collaborative thinking into Very Little my future job			
		2	3	4	Gesamt
1Gender	1	3	5	4	12
	2	2	6	4	12
Gesamt		5	11	8	24

1Gender * 27.9progress.Pursuing a purposeful career Kreuztabelle

Anzahl

		27.9progress.Pursuing a purposeful career				
		1	2	3	4	Gesamt
1Gender	1	1	3	4	4	12
	2	0	4	2	6	12

Gesamt	1	7	6	10	24
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1Gender * 27.10progress.Feeling encouraged to make mistakes & learn from them Kreuztabelle

Anzahl

		27.10progress.Feeling encouraged to make mistakes & learn from them				
		1	2	3	4	Gesamt
1Gender	1	0	5	2	5	12
	2	1	2	3	6	12
Gesamt		1	7	5	11	24

1Gender * newpath.d.founderstart-up Kreuztabelle

Anzahl

		newpath.d.founderstart-up				
		-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	9	2	0	12
	2	3	5	3	1	12
Gesamt		4	14	5	1	24

1Gender * newpath.d.foundersocialsuststart-up Kreuztabelle

Anzahl

		newpath.d.foundersocialsuststart-up				
		-2.00	-1.00	.00	1.00	Gesamt
1Gender	1	0	2	7	3	12
	2	1	0	8	3	12
Gesamt		1	2	15	6	24

1Gender * newpath.d.successor Kreuztabelle

Anzahl

		newpath.d.successor				
		-2.00	-1.00	.00	1.00	Gesamt
1Gender	1	1	2	4	5	12
	2	0	4	4	4	12
Gesamt		1	6	8	9	24

1Gender * newpath.d.emplstart-up Kreuztabelle

Anzahl

		newpath.d.emplstart-up					
		-2.00	-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	3	3	3	2	12
	2	0	3	6	3	0	12

Gesamt		1	6	9	6	2	24
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1Gender * newpath.d.emplsocisust Kreuztabelle

Anzahl

		newpath.d.emplsocisust			
		-1.00	.00	1.00	Gesamt
1Gender	1	2	5	5	12
	2	1	9	2	12
Gesamt		3	14	7	24

1Gender * newpath.d.emplSME Kreuztabelle

Anzahl

		newpath.d.emplSME					
		-2.00	-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	2	6	3	0	12
	2	0	3	6	2	1	12
Gesamt		1	5	12	5	1	24

1Gender * newpath.d.empllarge Kreuztabelle

Anzahl

		newpath.d.empllarge			
		-1.00	.00	1.00	Gesamt
1Gender	1	1	9	2	12
	2	5	5	2	12
Gesamt		6	14	4	24

1Gender * newpath.d.emplngo Kreuztabelle

Anzahl

		newpath.d.emplngo			
		-1.00	.00	1.00	Gesamt
1Gender	1	0	8	4	12
	2	3	8	1	12
Gesamt		3	16	5	24

1Gender * newpath.d.emppubac Kreuztabelle

Anzahl

		newpath.d.emppubac					
		-2.00	-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	4	6	1	0	12
	2	1	3	5	2	1	12

Gesamt	2	7	11	3	1	24
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1Gender * newpath.5y.founderstart-up Kreuztabelle

Anzahl

		newpath.5y.founderstart-up				
		-1.00	.00	1.00	2.00	Gesamt
1Gender	1	0	9	3	0	12
	2	2	9	0	1	12
Gesamt		2	18	3	1	24

1Gender * newpath.5y.foundersocialsus Kreuztabelle

Anzahl

		newpath.5y.foundersocialsus					
		-2.00	-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	1	7	3	0	12
	2	0	3	8	0	1	12
Gesamt		1	4	15	3	1	24

1Gender * newpath.5y.successor Kreuztabelle

Anzahl

		newpath.5y.successor					
		-3.00	-2.00	-1.00	.00	1.00	Gesamt
1Gender	1	0	1	1	3	7	12
	2	1	1	3	5	1	11
Gesamt		1	2	4	8	8	23

1Gender * newpath.5y.emplstart-up Kreuztabelle

Anzahl

		newpath.5y.emplstart-up				
		-2.00	-1.00	.00	1.00	Gesamt
1Gender	1	1	2	3	5	11
	2	1	1	4	5	11
Gesamt		2	3	7	10	22

1Gender * newpath.5y.emplsocialsus Kreuztabelle

Anzahl

		newpath.5y.emplsocialsus				
		-1.00	.00	1.00	2.00	Gesamt
1Gender	1	2	7	3	0	12
	2	1	4	4	2	11

Gesamt	3	11	7	2	23
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1Gender * newpath.5y.emplSME Kreuztabelle

Anzahl

		newpath.5y.emplSME					
		-1.00	.00	1.00	2.00	3.00	Gesamt
1Gender	1	2	4	5	1	0	12
	2	1	7	2	0	1	11
Gesamt		3	11	7	1	1	23

1Gender * newpath.5y.empllargecomp Kreuztabelle

Anzahl

		newpath.5y.empllargecomp			
		-1.00	.00	1.00	Gesamt
1Gender	1	1	7	4	12
	2	2	8	1	11
Gesamt		3	15	5	23

1Gender * newpath.5y.emplINGO Kreuztabelle

Anzahl

		newpath.5y.emplINGO				
		-1.00	.00	1.00	2.00	Gesamt
1Gender	1	1	6	3	2	12
	2	3	5	2	1	11
Gesamt		4	11	5	3	23

1Gender * newpath.5y.emplpubaca Kreuztabelle

Anzahl

		newpath.5y.emplpubaca					
		-2.00	-1.00	.00	1.00	2.00	Gesamt
1Gender	1	0	2	6	4	0	12
	2	1	3	3	1	3	11
Gesamt		1	5	9	5	3	23

1Gender

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	1	12	46.2	50.0	50.0
	2	12	46.2	50.0	100.0
	Gesamt	24	92.3	100.0	
Fehlend	System	2	7.7		

Gesamt		26	100.0	
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20.1 Satisfaction overall

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	3	2	7.7	8.3	8.3
	4	13	50.0	54.2	62.5
	5	9	34.6	37.5	100.0
	Gesamt	24	92.3	100.0	
Fehlend	System	2	7.7		
Gesamt		26	100.0		

21.1 Recommend Program

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	1	24	92.3	100.0	100.0
Fehlend	System	2	7.7		
Gesamt		26	100.0		

5.1 nation

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	1	13	50.0	54.2	54.2
	2	11	42.3	45.8	100.0
	Gesamt	24	92.3	100.0	
Fehlend	System	2	7.7		
Gesamt		26	100.0		

5.2 born

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	0	1	3.8	4.2	4.2
	1	13	50.0	54.2	58.3
	2	10	38.5	41.7	100.0
	Gesamt	24	92.3	100.0	
Fehlend	System	2	7.7		
Gesamt		26	100.0		

2 Age

		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	1986	1	3.8	4.2	4.2
	1989	2	7.7	8.3	12.5
	1991	2	7.7	8.3	20.8

	1992	2	7.7	8.3	29.2
	1993	1	3.8	4.2	33.3
	1994	2	7.7	8.3	41.7
	1995	3	11.5	12.5	54.2
	1996	5	19.2	20.8	75.0
	1997	4	15.4	16.7	91.7
	1999	2	7.7	8.3	100.0
	Gesamt	24	92.3	100.0	
Fehlend	System	2	7.7		
Gesamt		26	100.0		